

November 2025



REMINDER! Medical Staff Forum: Thurs November 27, 7:30-8:30am on Teams

Medical staff are invited to attend a Medical Staff Forum on Thursday November 27, 7:30-8:30am on MS Teams. Agenda items include the **Medical Leadership Restructure, Medical Staff Rules, Public Health Update, and a Q&A.**



An email invitation was first sent to all medical staff on October 14, with weekly reminders. Please check your email as the invitation contains the Teams meeting link, and a Slido link for advance questions. If you did not receive an invite, please email MedStaffCommunications@islandhealth.ca

To nominate medical staff peers for recognition during the Forum, please send an email to MedStaffCommunications@islandhealth.ca (by end of day tomorrow, Friday 21 Nov) noting:

- Your name
- Name of nominee and their title/area of practice
- A brief explanation (2-3 sentences) outlining the reason for nomination

Medical Leadership Restructure Update

Thank you to all medical leaders who have engaged in the development of the new medical leadership structure. Your ideas and insights have helped to shape a sustainable leadership model that provides clarity, consistency and collaboration.

On November 13, the Health Authority Medical Advisory Committee (HAMAC) endorsed the newly revised medical leadership structure. HAMAC will present its recommendation to the Board of Directors on November 26 for final approval. Board approval will enable us to begin issuing contracts under the new structure.

As we continue to implement the new structure, it has become apparent that we require more time to complete critical backend components. This includes revising Credentialing & Privileging information in CACTUS, issuing new contracts, and finalizing a range of technical and administrative activities. Given the short period between anticipated Board approval and the end of the calendar year, combined with the holiday period, it is not feasible to complete all necessary steps by December 31.

For this reason, we are asking all current medical leaders to remain in their existing roles until February 28, 2026. If you have concerns about continuing in your current leadership capacity during this transition period, please inform [Sarah Taylor](#) and your direct leader by November 28 so we can plan appropriately.

For more information about the medical leadership restructure, including past issues of the Restructure newsletter, please see the medical staff website [HERE](#).

HAMAC Highlights

The Health Authority Medical Advisory Committee (HAMAC) meets on the second Thursday of every month. There was no meeting in August, and HAMAC met for its Annual Organizational Meeting in October. Full meeting minutes can be accessed on the Intranet [HERE](#).

In addition to regular business during the **September meeting**, the Committee discussed:

- Survey regarding Departmental Reporting to HAMAC

- Appointments of new Department Head, Critical Care Medicine
- Fiscal Environment Update
- New Medical Leadership Structure
- In-Patient MRP Focus Group Update and Proposed Changes to Medical Staff Rules
- Department of Medicine Report to HAMAC

In addition to regular **AOM business in October**, the Committee discussed:

- HAMAC Revitalization Project
- HAMAC and Sub Committee Annual Reports
- New Medical Leadership Structure

Accredited Confidential Information Management Training

The [Confidential Information Management \(CIM\) Code of Practice Policy](#) (16.6.2P) is Island Health's foundational confidential information handling policy, which informs content for the CIM Code of Practice Course.

Medical staff taking the CIM Code of Practice Course for the first time can access the course on LearningHub [HERE](#). All Island Health medical staff are required to renew CIM certification annually. Annual renewal only takes a few minutes to complete and can be done at the same [LearningHub link](#). Please note that there is a unique CIM course for medical staff (course #35585). **Medical staff must complete CIM course #35585 to receive CPD credit.** For questions about medical staff education schedules, including CIM training/accreditation, please contact MedStaffDevelopment@islandhealth.ca

Welcome NEW Medical Leaders

- **Dr. Aaron Sandler**, Medical Lead, Anesthesia, Royal Jubilee Hospital
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2025 Rural Physician Confirmation Survey

This annual survey, also known as the Physician Count, provides foundational information to inform rural incentives for physicians providing care in [Rural Subsidiary Agreement \(RSA\) communities](#). The survey data is used to inform rural physician benefits and the community's overall Rural Retention Program (RRP) score.

If you are a rural physician residing and practicing in an RSA community and you have not received your email invitation to complete the survey, please contact the Rural Programs' Liaison at RuralPrograms@islandhealth.ca. The survey must be completed by Friday 21 December 2025.

Transparency & Communications (T&C) Steering Committee Member Callout

One medical staff member representing North Island is being sought to join the T&C steering committee.

The Committee is comprised of physicians, corporate communications leadership, MSA executives, and members of the Partnerships & Communication portfolio (Medical & Academic Affairs). Physician Committee members are compensated for their time at the Doctors of BC honoraria rate through regional Facility Engagement Initiative funding.

The Committee is integral to the projects and improvement initiatives related to the Doctors of BC survey results. For more information, please click [HERE](#).

CARE Course: Learning into Practice in Rural Communities

[The CARE Course](#) is a two-day inter-professional team-oriented learning experience developed by rural healthcare practitioners for rural medical staff, nurses, and pre-hospital

providers. It enhances healthcare teams' ability to deliver comprehensive rural emergency care across airway management, trauma care, cardiac care, emergency obstetrics, pediatrics, and neonatal care.

Care team members from rural communities gathered on Gabriola Island October 18-19 to participate in the CARE Course. Just two days later, a locum physician who had participated was on-call when a Gulf Island woman went into labour. The physician, along with two paramedics who had also completed the CARE course, worked to provide coordinated emergency care. The woman, attended by the locum, was transported to Nanaimo via Harbour Patrol boat and delivered a healthy baby at NRGH. The actions of this collaborative care team highlight the importance of continuing medical education programs in the rural communities we serve.



Medical Staff Communication, Education & Development | Medical and Academic Affairs
MedStaffCommunications@islandhealth.ca

